

**875—32.2 (92) Permits and certificates of age.**

**32.2(1)** *When permits and certificates of age are required.* A street trades permit is required for a child who is at least 10 years of age, who is less than 16 years of age, and who desires to work in a street trade. A migrant labor permit is required for a child who is at least 12 years of age, who is less than 16 years of age, and who desires to perform migratory labor as defined in Iowa Code section 92.18. A work permit is required for a child who is 14 or 15 years of age and who desires to perform work other than street trades and migratory labor. An employer may require a certificate of age for a child 16 or 17 years of age.

**32.2(2)** *How permits and certificates of age are issued.* The Iowa Child Labor Application/Work Permit must be completed before the minor begins work. The Iowa Child Labor Application/Work Permit is available at the labor division's Web site. The following procedure shall be used to complete the form:

a. The minor, parent, guardian, or custodian shall obtain one of the following documents establishing the minor's age:

(1) A certified copy of the minor's birth certificate, if it is available.

(2) If a certified copy of the minor's birth certificate is not available, the minor's passport or a certified copy of the minor's baptismal record.

(3) If the documents listed in (1) and (2) are not available, one of the following documents shall be used:

1. A visa issued by the U.S. government.

2. A resident alien card issued by the U.S. government.

3. A physician's affidavit certifying the minor's age. A sample physician's affidavit is available at the labor division's Web site.

b. The minor and a parent, guardian, custodian, or head of migrant family shall each complete the applicable portion of the form.

c. The employer shall review, copy, and return the document establishing the minor's age; review permitted hours and duties; complete the employer's portion of the form; and file the form with the labor commissioner.

d. The permit shall be submitted to the office of the labor commissioner within three days after the minor begins work. The day after the minor begins work shall be the first day. If the third day is a Sunday, the form may be filed on the fourth day.

This rule is intended to implement Iowa Code chapter 92 as amended by 2015 Iowa Acts, House File 397.